

he or she would have the choice of receiving paid time off in lieu of cash wages for overtime hours worked. However, under current Federal law, if the individual is employed in the private sector then he or she cannot choose paid time off, even if that form of compensation is preferred.

The Working Families Flexibility Act would allow employers to make compensatory time available as an option for employees. Employees would have the choice, through an agreement with the employer, to take overtime pay in the form of paid time off. As with overtime pay, the compensatory time would accrue at a rate of time-and-a-half.

Opponents of the Working Families Flexibility Act have raised concerns about employees being coerced by employers into choosing compensatory time over cash wages. Thus, the legislation includes numerous protections to ensure that employees cannot be pressured into one choice or the other.

Employees could accrue up to 240 hours of compensatory time within a 12-month period. The legislation would require the employer to annually cash-out any unused, compensatory time accrued by the employee.

Employees could choose when to take accrued compensatory time, so long as its use does not unduly disrupt the operations of the business (the same standard used in the public sector and under the Family and Medical Leave Act.) Employers would be prohibited from requiring employees to take accrued time solely at the convenience of the employer.

At any time, an employee could withdraw from a compensatory time agreement with their employer or request a cash-out of any or all accrued, unused compensatory time. The employer would have 30 days in which to comply with the request. The legislation would also require an employer to provide the employee with at least 30 days notice prior to cashing out any accrued time in excess of 80 hours or prior to discontinuing a policy of offering compensatory time.

This legislation does not eliminate or change the traditional 40-hour work week. It simply provides employees with another option in the workplace—time off instead of overtime pay. This concept may be revolutionary to some, but to America's workers, who are increasingly frustrated about coping with the demands of work and family responsibilities, it is a long overdue change.

I urge my colleagues to respond to the needs of America's workers by supporting the Working Families Flexibility Act.

#### KEEP THE NAME AS DEVILS TOWER

HON. BARBARA CUBIN

OF WYOMING

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, January 7, 1997*

Mrs. CUBIN. Mr. Speaker, today I am introducing legislation to ensure that the name of Devils Tower National Monument remain unchanged. I introduced this bill during the 104th Congress and since that time I have received numerous positive comments and support from constituents from around the Devils Tower area. In fact, my office has received a petition with an estimated 2,000 names from not only those in and around the monument

but from all over the country of those concerned with changing the name of this beloved landmark.

For more than 100 years the name "Devils Tower" has applied to the geologic formation in my State and has since appeared as such on maps in Wyoming and nationwide. The name was given to the monument by a scientific team, directed by Gen. George Custer and escorted by Col. Richard Dodge in 1875, and is universally recognized as an important landmark that distinguishes the northeastern part of Wyoming. The monument has brought a vital tourist industry to that portion of the State due to its unique character and structure.

According to a July 17, 1996, release by the U.S. Board on Geographic Names, the National Park Service has advised the board that several native American groups do intend to submit a proposal, if one has not already been submitted, to change the name of the monument. On September 4–6, 1996, the superintendent of Devils Tower, Deborah Liggett, gave a presentation at the Western States Geographic Names Conference in Salt Lake City, UT, giving the native American perspective.

During a July 1, 1996, meeting with Ms. Liggett she gave me her assurance that she had no intention of proposing a name change for the monument, and made it clear to me that no one else was in the process of initiating a name change. The legislation that I am introducing today on behalf of the State of Wyoming will ensure that the name of the geological formation, historically known as Devils Tower, remain unchanged.

It is my belief and the belief of hundreds of people from around the region that a name change will only bring economic hardship to the tourist industry in the area. I cannot and will not stand idly by and allow that to happen. I commend this bill to my colleagues and urge them to join me in cosponsoring it.

#### A BEACON-OF-HOPE FOR ALL AMERICANS: ASQUITH REID

HON. MAJOR R. OWENS

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, January 7, 1997*

Mr. OWENS. Mr. Speaker, with the 1996 election behind us, this Nation has completed another cycle for the ongoing democratic process which makes America great. The electoral process and the public officials selected through this process are invaluable assets in our quest to promote the general welfare and to guarantee the right to life, liberty, and the pursuit of happiness. It is important, however, Mr. Speaker, that we also give due recognition to the equally valuable contribution of non-elected leaders throughout our Nation. The fabric of our society is generally enhanced and enriched by the hard work done year after year by ordinary volunteer citizens. Especially in our inner city communities which suffer from long public policy neglect, local grassroots leaders provide invaluable service. These are men and women who engage in activities which generate hope. I salute all such heroes and heroines as Beacons-of-Hope.

Asquith Reid is one of these Beacons-of-Hope residing in the central Brooklyn community of New York City and New York State.

While Asquith Reid has served as an electrical engineer employed with the telephone industry, most of his time is spent as a political engineer. He has guided campaigns for district 18 school board candidates; for Assemblyman Nick Perry; Councilwoman Una Clark; and Congressman MAJOR R. OWENS.

Mr. Reid's most recent victory was the triumphant election of John Sampson for New York State Senator. Undoubtedly, Mr. Reid's political engineering has yet to reach its peak.

Throughout the years, Asquith Reid has worked diligently in top positions to the benefit of his community. He currently serves as chairman of the New Era Democratic Club; vice chair of District 17 Neighborhood Advisory Board; board member for the Husain Institute of Technology; and president of the Donna Reid Memorial Education Fund.

Mr. Reid was born in Hanover, Jamaica. He graduated from Kingston Technical High School and served in the U.S. Air Force from 1963 to 1967. He later graduated from Kingston Technical College with a degree in electrical engineering. Asquith and his wife, Dean, are the proud parents of two children, Michelle and Sharon.

Asquith Reid is a Beacon-of-Hope for central Brooklyn and for all Americans.

#### INTRODUCTION OF THE BREAST CANCER PATIENT PROTECTION ACT OF 1997

HON. ROSA L. DeLAURO

OF CONNECTICUT

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, January 7, 1997*

Ms. DeLAURO. Mr. Speaker, I rise today to introduce the bipartisan Breast Cancer Patient Protection Act of 1997. I want to thank my colleagues Representatives DINGELL, ROUKEMA, ACKERMAN, THOMAS, BARRETT, BENTSEN, CORRINE BROWN, SHERROD BROWN, CLAYTON, CLEMENT, CONYERS, DEFazio, ESHOO, EVANS, FALEOMAVAEGA, FARR, FOGLIETTA, JON FOX, FRANK, FROST, GEJDENSON, GONZALEZ, GORDON, GREEN, HINCHEY, PATRICK KENNEDY, KENNELLY, KILDEE, LaFALCE, LOWEY, McDERMOTT, CAROLYN MALONEY, CARRIE MEEK, PATSY MINK, JAMES MORAN, MORELLA, MURTHA, NADLER, NORTON, OBERSTAR, OLVER, OWENS, PALLONE, PAYNE, PELOSI, QUINN, RAHALL, RIVERS, SANDERS, SLAUGHTER, TOWNS, and VELAZQUEZ for joining me as original cosponsors.

As an active participant in the fight for health care reform, I continue to believe that we must reform the health care system to provide quality care for all Americans. Particularly important is ensuring that women receive equitable treatment in our nation's health care system.

This year, approximately 184,300 grandmothers, mothers, and daughters will be diagnosed with invasive breast cancer. Another 44,300 women will die from this disease. With one in every eight women developing breast cancer, virtually every family in America is vulnerable to this disease. That's why today I am filing a bill that sets a minimum length hospital stay for patients undergoing breast cancer treatment. This bill would require a minimum